

THE GEORGE WASHINGTON UNIVERSITY
Washington, D. C.

MINUTES OF REGULAR MEETING OF THE
FACULTY SENATE HELD ON NOVEMBER 9,
1979, IN THE FACULTY CONFERENCE
ROOM, SIXTH FLOOR, LISNER HALL

1 The meeting was called to order by President Elliott at 2:13 p.m.

Present: President Elliott, Provost Bright, Registrar Gebhardtshauer, Parliamentarian Cheh, Amling, Birnbaum, Chitwood, Claeysens, Fox, Gallagher, Gordon, Heddesheimer, Hill, Linkowski, Linton, Packer, Park, Reesing, Reiss, Robinson, Schiff, Solomon, Steiner, Toridis, Wood, and Ziolkowski.

Correction
12/14/79

Absent: Barron, Chandler, Ginsburg, Griffith, Jones, ~~Kelly~~, Liebowitz, Loeser, Pierpont, Sapin, Shotel, and Walker.

2 The minutes of the regular meeting of October 12, 1979, were approved as distributed.

3 Professor Schiff, on behalf of the Educational Policy Committee, moved the adoption of Resolution 79/5, "A Resolution to Change the Cr/NCr Grading Symbol," with the comment that this change was one of semantics, not substantive, and the intent was to obviate some of the confusion that now exists as to what the term "credit" means, thereby hopefully eliminating the constant petitioning for students who inadvertently signed up for courses on a "credit" basis instead of on a grade-based credit basis. The motion was seconded. Professor Hill asked what the grade equivalent of "P" would be and Professor Schiff replied that "P" would mean the same thing as "Cr" now means. The question was called and Resolution 79/5 was adopted unanimously. [Resolution 79/5 attached.]

4 No resolutions were introduced under Introduction of Resolutions.

5 (a) Professor Wood, on behalf of the Executive Committee, nominated the following students for election to the following Faculty Senate committees: Mr. Brad McMahon and Mr. Marty Rubinstein to the Library Committee, and Mr. Jonathan Katz to the Educational Policy Committee. No other nominations were made, and the nominees were elected unanimously.

(b) Professor Wood, on behalf of the Executive Committee, reported that Associate Professor Kyriakopoulos has appealed the decision of the Hearing Committee in his grievance against the Personnel Committee of the Department of Electrical Engineering and Computer Science, and that the Grievance Committee would hear the appeal. He said that a Hearing Committee has been appointed to hear the complaint of Associate Professor Helmer against the Department of Sociology and the University Provost.

With reference to Resolution 79/4, "A Resolution to Amend the Faculty Code,

adopted, as amended, October 12, 1979, by the Faculty Senate, Professor Wood reported that the Board of Trustees at its meeting October 18, 1979, adopted the resolution as amended as follows:

A RESOLUTION TO AMEND THE FACULTY CODE AS TO
GRIEVANCE PROCEDURE (79/4)

WHEREAS, promotion and salary decisions are made on an annual basis with respect to members of the faculty; and

WHEREAS, formal grievance procedures under Section E of the Procedures for the Implementation of the Faculty Code are quite costly in terms of faculty time and University resources; and

WHEREAS, allowing annual full processing of grievances by the same members of the faculty is likely to result in substantial repetitive consideration of already-adjudicated matter; therefore

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY THAT:

Section E.3.b)1) be amended to read as follows (brackets indicating deletion; underlining indicating new matter);

Upon receipt of the complaint, the Chairman of the Grievance Committee shall, with the advice of the Executive Committee of the Faculty Senate, appoint a Hearing Committee of three members from among the members of the Grievance Committee. If the Hearing Committee finds that the complaint is based upon issues, evidence or allegations that have been previously heard and decided, ~~or which should have been presented in a previous hearing~~, the Hearing Committee, in its discretion, may dismiss the complaint.

Professor Wood said that in a memorandum from Dr. Bright dated October 23, 1979, Dr. Bright explained that the Board decided to hold the deleted language in abeyance because the Academic Affairs Committee felt that the word "should" would better have been "could" but did not want to change it at the time the resolution was being considered. Professor Wood called upon Professor Park to elaborate upon the status of the resolution at this time. Professor Park said that it was his understanding that the Academic Affairs Committee thought that the word "should" invited uncertainty and a judgment on the part of the Hearing Committee, and, therefore, the Committee preferred the word "could" which he thought was completely compatible with the sense of the resolution and the intent of the Faculty Senate. Professor Park said that the new wording has the same effect in that the Hearing Committee has the discretion to

dismiss a petition based upon evidence that the grievant could have been presented earlier. However, Professor Park said, there should be an established policy of advising people who file grievances that they must present their entire cases at the initial hearing so that in the event that they try to bring up parts of it later, they will have been warned that they were obligated to present it all initially.

Professor Wood said that he was not sure what the parliamentary procedure would be in this instance, but that he would accept, on behalf of the Executive Committee, the substitution of the word "could" for the word "should" and moved the adoption of this amendment to the resolution. The motion was seconded. The question was called and the amendment was adopted.

6 Under Brief Statements, Professor Gallagher said that he had been requested by Professor Griffith, Chairman of the Professional Ethics and Academic Freedom Committee, to call to the attention of the faculty the questionnaire entitled "Invitation to Members of the Faculty to Submit Views on Appointment and Renewal of Regular, Nontenure-Accruing Faculty" which was distributed by the Committee along with the Faculty Senate agenda and minutes. He said that the Committee thought that this was a matter of considerable importance to the faculty.

Professor Wood then asked for the privilege of the floor for Professor Arthur Kirsch who wished to make a statement. After distributing copies of his memorandum, with accompanying charts [attached], to the Senate concerning the subject of Faculty Salaries Versus Cost of Living in the Washington, D. C. Area, dated November 6, 1979, Professor Kirsch then made the following statement:

I am sure that most of you are aware that the administration has made available to the faculty the next year's budget which calls for an 8% raise which is essentially an overall University figure to be handled differently within each school. It appears to me that a relevant exercise would be to compare, over the past few years, the trend of faculty salaries at The George Washington University and the cost of living in the Washington, D. C. area. The charts that you have in front of you are my attempt to do this comparison. The vehicle that I chose to use is called the "Family Budget." The items included in this Budget as produced by the Department of Labor are described on the last page, and, as you will note, include not only consumption items, such as food, housing, transportation, clothing, personal care, medical care, and other family consumption, but also Social Security and Disability, and Personal Income Taxes. The Department of Labor, Bureau of Labor Statistics, has produced budgets at three levels called the (1) Higher, (2) Intermediate, and (3) Lower Budgets. For comparison purposes, I took the Higher versus full professor salaries; the Intermediate versus the associate professor salaries; and rather than using the Lower, which I thought was too low, I adopted a budget that was somewhere between the Intermediate and the Lower for comparison with the assistant professor salaries. Now, if you will look at the first chart, you will see what is happening (and this should come as no real surprise to members of the Faculty or to the administration), that the cost of living is going up very rapidly. But you will note that in 1973 full professors had a comfortable difference

between their average salary (excluding Medical School) and what is called the Higher Budget; this difference has vanished this year, 1979, and in fact is now a deficit as compared to the published budget. Now, it has been pointed out to me, and I make a footnote on the first page, that some faculty members teach summer sessions and, therefore, receive additional income, and, perhaps, other faculty members have additional income as well. But I still think the trend is important whether or not the individual faculty member may be above or below the lines-- it clearly shows that in the Washington, D. C. area, as generous as an 8% raise may be, it is causing us to fall below the budget as published by the Bureau of Labor Statistics. The next two charts show the comparison of associate professor and assistant professor salaries with the Intermediate and Modified Budgets, respectively, which indicate this same kind of trend.

While I do not have the answer to what the University can do about this, Mr. President, I do think it is a measure of importance to note not only the absolute amount of money we have but how it compares relative to the cost of living in the D. C. area. I believe that this decline in the ability of University faculty to maintain its standard of living in this area is cause for concern, and I hope the appropriate Senate Committee, or Committees, will take this matter under review.

One last item--one of my colleagues pointed out to me that we are in some respects a government town and, therefore, it might be useful to compare our salaries with those of government employees to determine how they are faring. In the additional handout I am about to give you, you will see that I defined in 1973 the closest GS salary with full professors as being GS-14, Step 1 - they were within \$300 of the average salaries of full professors. In 1973 the salaries of the GS-14, Step 1, and the salaries of full professors at this University were equivalent; in 1979 there is found a definite widening of the gap with the full professor salaries falling behind. I stopped my series at 1979 because there is no equivalent for the GS-14 for 1980. While it is true that the cost of living is catching up with the government, though not as rapidly, we are falling further behind them in salary. If there are any question, I will be happy to answer them.

Professor Wood said that he thought Professor Kirsch had done an excellent job, but he pointed out that his report compared a 9-month faculty salary with a 12-month government salary. Professor Kirsch replied that that was correct and his footnote on the first page of his report explained that point. However, Professor Kirsch said, he did not think that that changed the shape of the curve because if one added a constant figure at the top or not, the lines were closing rapidly. Professor Amling asked what implicit inflation rate had been used in this forecast and Professor Kirsch responded that he used a yearly inflation rate of 12.4% which had been given to him three months ago by the Bureau of Labor Statistics, a rate he thought to be very modest and which may or may not go higher next year. Professor Park said that he thought

the charts were very interesting and provided extremely useful material. He said he wished to emphasize what Professor Kirsch had already stressed, and that was to compare the relative position of our professional faculty to these general measures of income, then and now. Professor Park said it appeared to him that in 1973 a full professor was earning 26% more per year than was budgeted for the higher family budget under these statistical measures, and, whether this was socially just or not, he thought most of the faculty felt it was appropriate. Now, he said, if one figures the full professors' position relative to that same relatively constant statistical measure today, it appears that full professors' salaries are 7% below the budget, a 33% decline in relative income position. He thought that that was the most dramatic statistic to be kept in mind. Further discussion followed by Professor Wood, Kirsch and Park.

Provost Bright said that he was concerned about the public relations aspect of this report more than anything else because he thought it had public relations to compare a 9-month salary with a salary for which other people work 12 months. He said that there were a number of faculty who leave this campus about the 7th of May and don't return again until the end of August, and the University doesn't require anything different. While it was true, Provost Bright said, that a certain number of faculty receive 9 months' salary and nothing else, it was also true that a large number of faculty in this academic community, as well as others, make a great deal more income than their 9-months' salary. The reason they can do this is that they are allowed a day-a-week of consulting and a whole summer to use for consulting or other activities. Further discussion followed by Professor Kirsch and Provost Bright. Dean Solomon, speaking as an economist, said that for the sake of brevity he wished to read the following statement relating to Professor Kirsch's report:

In the subject statement Professor Kirsch attempted to document a "decline in the ability of University faculty to maintain its standard of living here in the D.C. area." I question the rationale and methodology chosen by Professor Kirsch to arrive at his conclusion. This is independent of whether or not the conclusion is correct. At the present time, it is a good bet that our salary increases are not keeping pace with increases in the cost of living. The same conclusion may be reached for salaries paid in the major economic sectors (e.g., government) in our local economy. This raises another major issue. There are more reasonable and direct approaches to the subject than that taken by Professor Kirsch, but these would be subject to some of the same major data limitations found in Professor Kirsch's study.

Staying in the (questionable) context of Professor Kirsch's methodology, I should like to list a few of the deficiencies in his analysis. Briefly, these are:

- (1) It is not proper to related academic year salaries to the stated "budgets." This is similar to relating average hourly earnings in one industry to average annual earnings in another industry. It is probably reasonable to add a minimum of one-sixth of academic year salaries to obtain annual salaries. Most if not all faculty who do not teach in the summer sessions

do not do so because the opportunity costs are too high. They may receive higher incomes in other summer activities or they are willing to forego the summer income for other benefits.

- (2) In order to relate to the "family budgets" there is not a proper accounting of faculty fringe benefits, e.g., TIAA and major medical coverage.
- (3) The spending patterns by faculty families may be quite different than those attributed to the "family" included in the "urban family budgets."

In conclusion, changes in our standard of living may or may not be those suggested by Professor Kirsch. Our situation may be more or less severe than suggested by his analysis. This is a complicated subject and not one that can be treated in the manner accomplished by Professor Kirsch.

Professor Park said that he did not think the public relations aspect of this was the important point. That there has been a dramatic shift in the relative position of the faculty's real income was the important point. This was something that was hitting households very severely and he did not think the issue was methodological, but was the relative decline in real faculty and staff income. Dean Solomon responded that the issue that was brought forth was a methodology because the point Professor Kirsch was raising was not just a trend--he was emphasizing the intersection of two curves as to where they cross, and he was saying that for the first time this year we were crossing over in terms of faculty salaries and family budgets. Professor Kirsch responded by illustrating on the blackboard the addition of 1/6th of the annual salary (summer session payment) to the faculty salary. He explained that while the crossover had not yet taken place the trend toward this was still very apparent. (Chart depicting blackboard illustration attached). Dean Solomon remarked that he thought that implicit price deflators would be better indicators than family budgets.

Professor Wood said that, if there were no objections, he would propose to the Executive Committee that a special committee be set up with both faculty and administrators especially competent in these areas to study this problem, rather than turning it over to one of the Senate's Standing Committees. No objections were made.

Professor Ziolkowski said he would like to request that that Committee look into the matter of part-time faculty salaries also because he felt they were especially hurt by inflation. Professor Wood replied that that matter was presently under study by a Senate Committee.

Professor Hill announced that the Faculty Coffee House (next to Leo's) was having its third Grand Opening on Friday, November 16th at 3:30 p.m., and he invited

everyone's participation. He said that free coffee would be served at the Opening and that arrangements had been made to have the door unlocked daily at 11:00 a.m.

7

The President adjourned the meeting at 2:50 p.m., upon motion made and seconded.

A handwritten signature in cursive script, reading "Robert Gebhardtsbauer".

Robert Gebhardtsbauer
Secretary

A RESOLUTION TO CHANGE THE Cr/NCr GRADING SYMBOL (79/5)

WHEREAS, To many students, the notation "Cr" is confusing because they normally take courses for "credit"; and

WHEREAS, Despite information to the contrary, some students, therefore, are not able to distinguish between taking a course on a "Credit" basis, and taking a course for credit with an assigned grade; now, therefore

BE IT HEREBY RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY THAT:

- (1) The symbols Cr/NCr be replaced by the symbols P/NP (pass/no pass), and that this change be reflected, as appropriate, in the University Bulletin; and
- (2) The permanent academic record include a notation that "no pass" signifies "no credit awarded toward the degree."

Educational Policy Committee
September 28, 1979
Adopted November 9, 1979

THE GEORGE WASHINGTON UNIVERSITY
INTERDEPARTMENTAL MEMORANDUM

TO: The George Washington University Faculty Senate

FROM: A. D. Kirsch *adk*
Professor of Statistics and Psychology

RE: Faculty Salaries Versus Cost of Living In the
Washington, D.C. Area

DATE: November 6, 1979

As most faculty members are aware, the University recently authorized an increase in faculty salaries for 1980 that will average eight percent overall. While this might appear to be a satisfactory amount, the attached presentations illustrate that it will cause the faculty to slip further below the "cost of living" in the D.C. area, a phenomenon that did not occur until the current year.

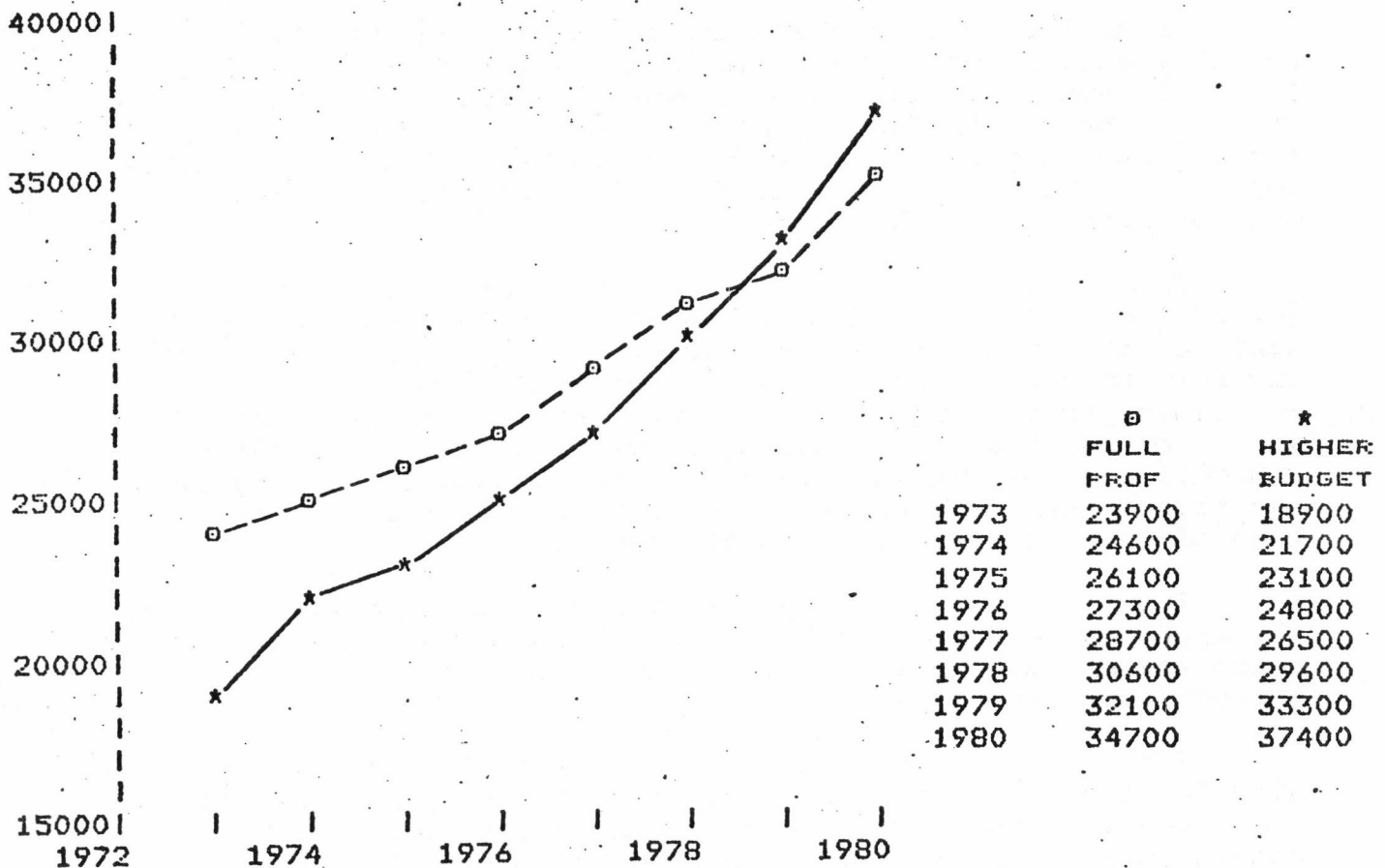
The figures presented are average faculty salaries (excluding the Medical School) and "Family Budgets" as prepared by the Bureau of Labor Statistics. For full professors, the relevant comparison is the higher family budget; for associate professors, it is the intermediate family budget; while for assistant professors, it was necessary to develop a modified family budget, less than the intermediate budget, but higher than the published lower budget (a full description of these budgets is also attached).

For all ranks, faculty salaries were comfortably above the appropriate budget in 1973; in all cases they will be below the budgets in 1980, even after allowing for the eight percent increase. 1/

I believe that this decline in the ability of University faculty to maintain its standard of living here in the D.C. area is cause for concern, and I hope that the appropriate Senate Committee will take proper action.

1/ It should be noted that some faculty members are able to teach in the summer sessions, thereby adding to their incomes. For example, data furnished by Dean Long showed that just under fifty percent of the full-time faculty (excluding both Law & Medical School faculties) did teach one or more courses this past year. However, the ability to teach summer courses is not new and should not detract from the changing position of faculty purchasing power.

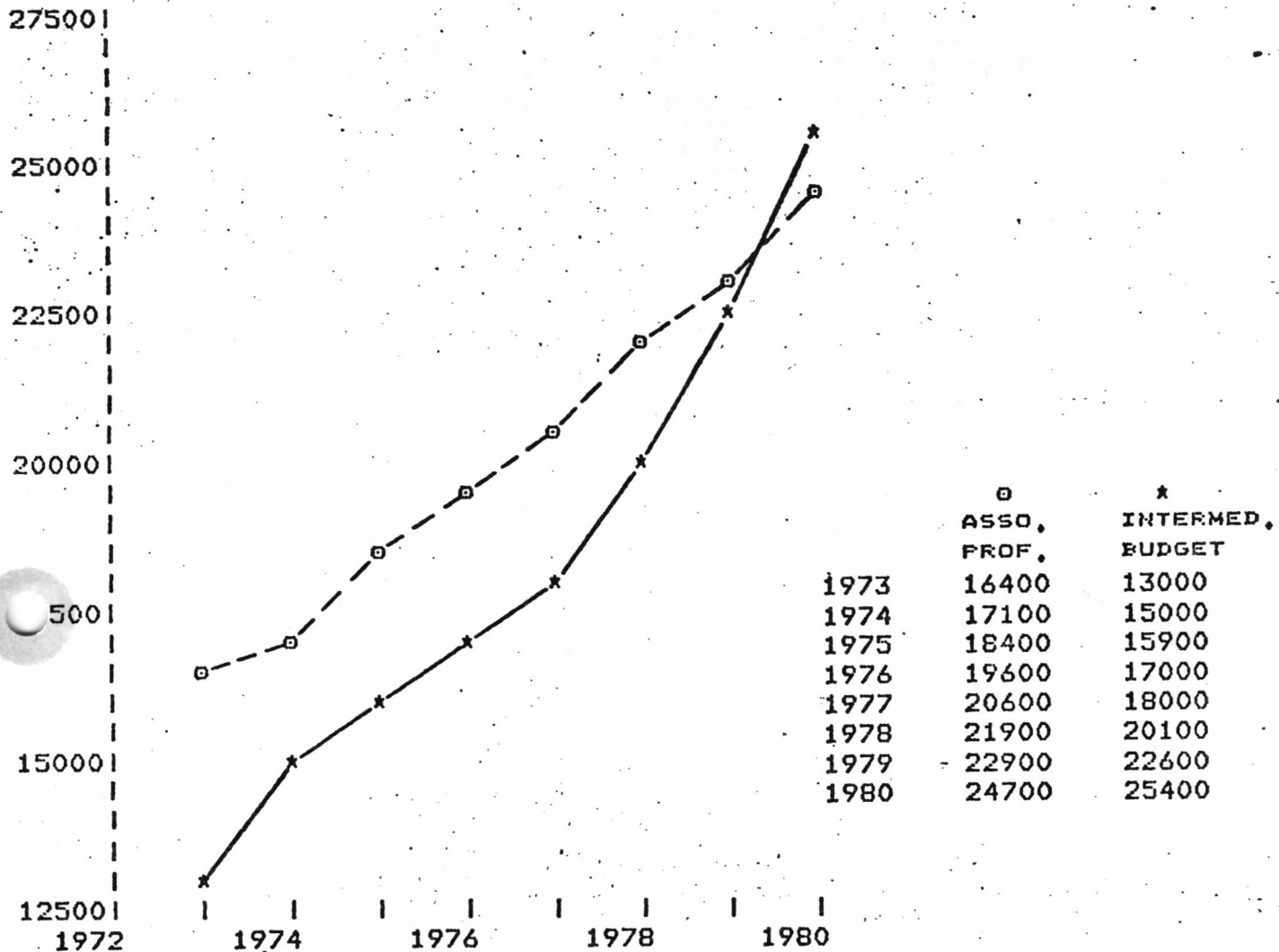
A COMPARISON OF AVERAGE SALARIES
(EXCLUDING MEDICAL SCHOOL) WITH HIGHER
FAMILY BUDGET-D.C. ARFA
(1973-1980) (1)



(1) Sources:

- a. Faculty salary data:
 Director of Budget William Johnson
 (as given to A.A.U.P. 1973-1979).
 1980 data projected as 8% increase.
- b. Bureau of Labor Statistics
 Urban Budgets-Higher Level (for
 family of four) 1973-1978.
 1979 and 1980 use C.P.I. value of
 12.4% inflation.

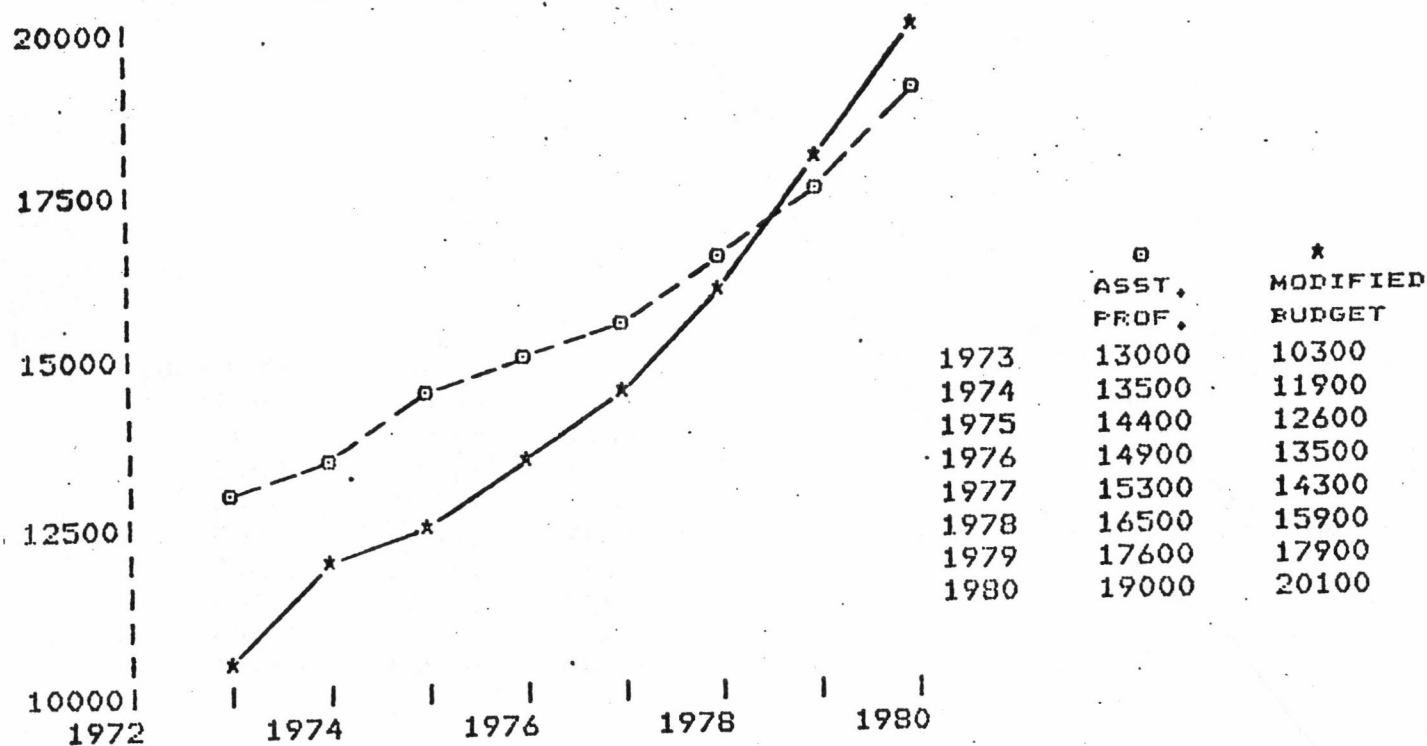
A COMPARISON OF AVERAGE SALARIES
(EXCLUDING MEDICAL SCHOOL) WITH INTERMEDIATE
FAMILY BUDGET-D.C. AREA
(1973-1980) (1)



(1) Sources:

- a. Faculty salary data:
 Director of Budget William Johnson
 (as given to A.A.U.P. 1973-1979).
 1980 data projected as 8% increase.
- b. Bureau of Labor Statistics
 Urban Budgets-Intermediate Level (for
 family of four) 1973-1979.
 1979 and 1980 use C.P.I. value of
 12.4% inflation.

A COMPARISON OF AVERAGE SALARIES
(EXCLUDING MEDICAL SCHOOL) WITH MODIFIED
FAMILY BUDGET-D.C. AREA
(1973-1980) (1)



(1) Sources:

- a. Faculty salary data:
 Director of Budget William Johnson
 (as given to A.A.U.P. 1973-1979).
 1980 data projected as 8% increase.
- b. Bureau of Labor Statistics
 Urban Budgets-Modified Level (for
 family of four) 1973-1978.
 1979 and 1980 use C.P.I. value of
 12.4% inflation.

URBAN FAMILY BUDGETS *

Description of the Three Budgets

The budgets represent the cost of three hypothetical lists of goods and services that were specified in the mid-1960's to portray three relative standards of living--described as lower, intermediate, and higher.

These budgets are for a precisely defined urban family of four: A 38-year-old husband employed full time, a non-working wife, a boy of 13, and a girl of 8. After about 15 years of married life, the family is settled in the community, and the husband is an experienced worker. The family has, for each budget level, average inventories of clothing, housefurnishings, major durables, and other equipment. The budgets pertain only to an urban family with the specified characteristics. (How family consumption budgets vary for urban families of different size and composition can be found elsewhere. No budgets are available for rural families.

The budgets do not represent how families of this type actually do or should spend their money, nor are they intended to represent a minimum level of adequate income or a subsistence level of living. Rather, they reflect the assumptions made about the manner of living at each of the three hypothetical levels. The geographic indexes do not measure cost of newly arrived residents in a given community. New

*NEWS, Bureau of Labor Statistics, United States Department of Labor, Washington, D.C. 20212.

information on actual spending patterns is available from the 1972-73 Survey of Consumer Expenditures.

Food-at-home costs in the budgets are based on quantities in the 1964 low-, moderate-, and liberal-cost food plans developed by the U.S. Department of Agriculture in accordance with nutritional standards formulated by the National Research Council of the National Academy of Sciences. The food also includes an allowance for a specified number of meals away from home at each level.

Total housing costs include not only shelter, but also house-furnishings and household operations. At the lower level, the shelter component provides only for a rented dwelling unit. Rental costs include contract rent, estimated costs for fuel and utilities where these are not part of the rent, and insurance on household contents. At the intermediate and higher levels, shelter reflects primarily homeowner costs which include average mortgage interest and principal payments for a house purchased 6 years ago. Also included are costs for property taxes, homeowner insurance, repairs and maintenance, and heating fuel and utilities.

Medical care costs at the three budget levels include a family membership in a group hospital and surgical insurance plan, a specified number of visits to physicians, provisions for dental and eye care, and prescriptions. The higher budget also provides for major medical insurance coverage.

These budgets include the following items:

Total family consumption

Food

Housing

Transportation

Clothing

Personal Care

Medical Care

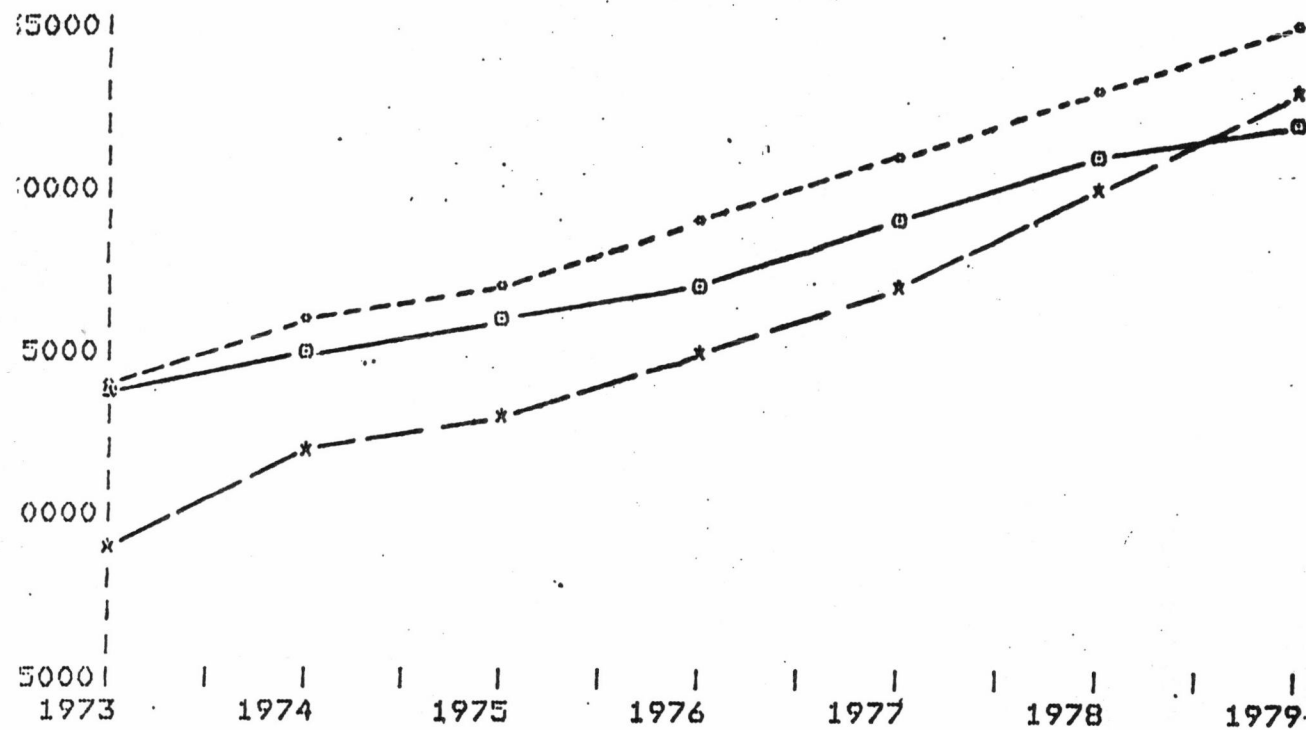
Other family consumption

Other Items

Social security and disability

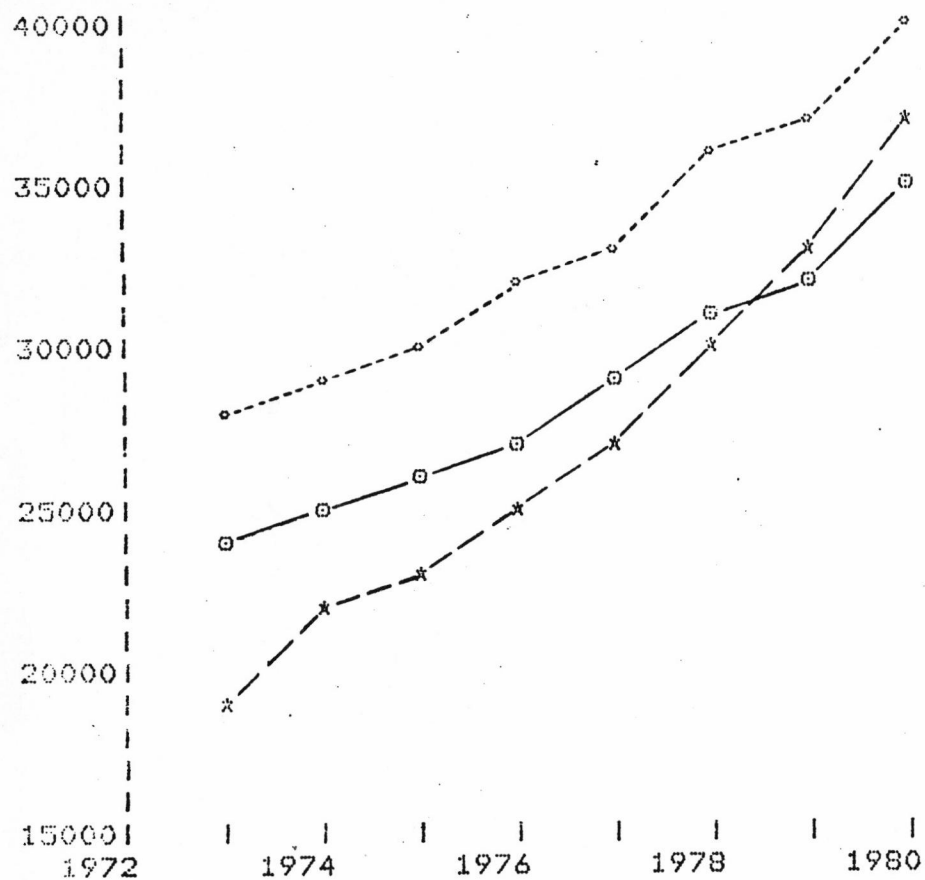
Personal income taxes

A COMPARISON OF ACADEMIC YEAR SALARY
FOR FULL PROFESSORS (EXCLUDING MEDICAL SCHOOL),
HIGHER BUDGET AND EQUIVALENT GS RATING (14-1)*



	● FULL PROF	* HIGHER BUDGET	• GS14 STEP 1
1973	23900	18900	24200
1974	24600	21700	25600
1975	26100	23100	26900
1976	27300	24800	28700
1977	28700	26500	30800
1978	30600	29600	32500
1979	32100	33300	34700

* Closest GS rating in base year of 1973 was GS14-step 1.



	o	*	o
	FULL	HIGHER	FULL
	PROF	BUDGET	PROF
	9 MO.		+55
1973	23900	18900	27883
1974	24600	21700	28700
1975	26100	23100	30450
1976	27300	24800	31850
1977	28700	26500	33483
1978	30600	29600	35700
1979	32100	33300	37450
1980	34700	37400	40483

(BLACKBOARD ILLUSTRATION)

As pointed out in the discussion, if the summer session payment of 1/6 of the annual salary is added to the faculty salary, the crossover of salary versus budget has not yet taken place. The trend, however, is still clear: the gap is closing rapidly. As an example, the figure for full professors shows this quite well.

THE GEORGE WASHINGTON UNIVERSITY
Washington, D. C.

The Faculty Senate

October 30, 1979

The Faculty Senate will meet on Friday, November 9, 1979, at 2:10 p.m., in the Faculty Conference Room, Sixth Floor, Lisner Hall.

AGENDA

1. Call to order
2. Minutes of the regular meeting of October 12, 1979
3. Resolutions:
 - (a) A RESOLUTION TO CHANGE THE Cr/NCr GRADING SYMBOL (79/5); Educational Policy Committee, Professor Stefan O. Schiff, Chairman (resolution attached)
4. Introduction of Resolutions
5. General Business:
 - (a) Nomination for election of the following students to the following Faculty Senate Committees: Mr. Brad McMahon and Mr. Marty Rubinstein to the Library Committee, and Mr. Jonathan Katz to the Educational Policy Committee.
 - (b) Report of the Executive Committee: Professor Reuben E. Wood, Chairman
6. Brief Statements
7. Adjournment



Robert Gebhardtsbauer
Secretary

A RESOLUTION TO CHANGE THE Cr/NCr GRADING SYMBOL (79/5)

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Educational Policy Committee
September 28, 1979

INVITATION TO MEMBERS OF THE FACULTY TO SUBMIT VIEWS ON APPOINTMENT
AND RENEWAL OF REGULAR, NONTENURE-ACCRUING FACULTY

The Committee on Professional Ethics and Academic Freedom of the Faculty Senate has had under study for more than a year difficult questions connected with the appropriate rights, privileges, conditions of appointment and renewal for full-time faculty members designated by the Administration as ineligible for consideration for tenure. In response to changes in the Faculty Code made by the Board of Trustees this summer, the Committee has agreed to report its recommendation to the Faculty Senate by the January meeting. However, earlier Senate discussions and communications to the Committee revealed considerable divergence in faculty views on the appropriate handling of these issues.

In order to gain the benefit of the widest possible set of perspectives and uncover considerations which might otherwise be overlooked, the Committee invites any faculty member who wishes to do so to submit a brief written response to the questions below at your earliest convenience. Please address your response to:

Committee on Professional Ethics and Academic Freedom
Faculty Senate Office, Rice Hall 411

Thank you for your cooperation. For those who would like fuller background information, please consult the appended explanatory sheet, the "Statement" made on behalf of the Committee to the Senate meeting of September 14, and the minutes of the Senate meetings for April 13 and May 4, 1979, as well as the Code revisions distributed by the Provost August 24, 1979.

FOR THE COMMITTEE ON PROFESSIONAL ETHICS

Wm B. Griffith

William B. Griffith, Chairman

QUESTIONS:

1. (a) Do you think that the number of nontenure-track appointments should be limited? Please explain.
 - (b) If to be limited, how should this be done?
 - (i) as a percentage of the overall faculty?
 - (ii) by percentage of college, school or department faculty?
 - (iii) other suggestions.
2. How long should nontenure-track appointments be renewable?
 - (a) indefinitely, as provided by the July amendments to the Code?
 - (b) over a limited number of years?--Please specify.
 - (c) other suggestions.
3. If the present (i.e., as of July 1979) system were to be continued, should it be permissible to "cross-over" from a tenure-eligible appointment to a nontenure-accruing type appointment? Or from nontenure-accruing to tenure track? If so, under what conditions?
4. Do you have any other suggestions on these appointment and renewal practices which might help the Committee in its deliberations?

BACKGROUND INFORMATION ON NONTENURE TRACK APPOINTMENTS, Prepared by Sub-committee of Senate Committee on Professional Ethics and Academic Freedom, composed of Professors Nimer, Rothman and Gallagher

Under the old appointment system as it was until a couple of years ago, there were only two categories of "regular faculty"; those who had tenure and those who were on probationary status prior to a tenure determination being made. Under this system, since recommendations on granting tenure were effectively in the hands of departmental faculty, once an initial appointment was made and renewed, the decision on tenure was out of the administration's hands, absent "compelling reasons" to support opposition.

Under the new system presented by the Code changes of July 1979, there are effectively three categories of regular faculty: those with tenure (T), those who are eligible for a tenure vote (E), and those who may not be considered for tenure (N). Those in group E come under the "up or out in 7 years" rule; those in N are eligible for indefinite reappointment or discontinuance at the pleasure of the University; those in T may be dismissed only for narrowly specified reasons.

It is the status of group N which, in the view of the Committee on Professional Ethics and Academic Affairs, has raised a fundamental question of policy in the matters of justice for the individual and integrity of the tenure principle, with all of the significance that principle has for academic freedom. Cognizant of general financial concerns on the part of the University Administration in anticipation of the next decade or two, the Committee, concluding a year's deliberations, reported its view last spring to the Executive Committee of the Senate that some nontenure track appointments of full-time faculty members--whose responsibilities were identical with groups T and E--were acceptable. However, the Committee held that to avoid the erosion of tenure, a maximum number of nontenure track appointments should be laid down for the University as a whole and within Columbian College and each of the Schools and comparable units of the University; and that this maximum number be the lowest practicable percentage of the entire regular faculty at each of these levels. Within this over-all framework the Committee further recommended that nontenure track faculty members have the same privileges of participation in departmental business as have their colleagues in group E. [This is now the case, following the change by which all full-time members of the faculty will now have regular faculty titles and are thus covered by B(1) of the Section of "Procedures for the Implementation of the Code" of the Faculty Code]. The Committee added, however, that a maximum number of years during which one would be permitted to hold a non-tenure appointment should be specified, and it specified six years. [It is appreciated that in having to thus leave the University, even though performance has been very satisfactory, one may have difficulty in explaining the departure to potential employers elsewhere. This difficulty, however, is likely to be mitigated by the fact that nontenure track appointments which stipulate a maximum number of years are now wide-spread.] The Committee's ground for this latter recommendation was that indefinite eligibility for reappointment in a nontenure track position--although it might appear desirable to one who, because of nationwide tightness in the academic market, had no satisfactory alternative--would, if this position carried all the privileges of group E, risk the emergence of an exploitative and manipulative situation that would tend to undermine academic freedom and the integrity of departments.

When it submitted its report last spring the Committee expected the Faculty Senate go take up the questions it had raised. Since that has not occurred, while questions have arisen among the faculty indicative both of interest in the matter and lack of clarity as to the Committee's position, and in view of the July 1979 Code changes, the successors to last year's Committee have decided to solicit opinions from the entire faculty. We shall much appreciate your responses as soon as possible to the questions posed in our query.